

Following a meeting at Acas on 9th February, it is proposed that:

- a) compulsory redundancies are extended to 26 March 2010;
- b) there will be a review of the compulsory redundancies situation at the end of February 2010 with Unite, (including consideration of pairing and VR), during which the company will consider individual requests from employees to continue working their notice beyond 26th March;
- c) the company will seek to develop a more open and transparent pay system in 2010, working with Unite to achieve this;
- d) in addition, the company will work with Unite and other employee bodies in developing its approach to pay and benefits;
- e) the company will sign the Manchester pay and benefits agreement by the end of February 2010;
- f) the company will publish a definition of promotion;
- g) the company will engage with Unite in any pay review, where it is recognised for collective bargaining;
- h) the company will seek to agree timescales and process with Unite for future pay negotiations within the current collective bargaining arrangements, ensuring relevant information is provided to Unite in good time to allow meaningful negotiations;
- i) the company will review with Unite the current appraisal calendar to ensure consistent, timely input to the pay review process;
- j) the company will ensure that employees have reasonable time to prepare for their appraisals;
- k) the company recognises Unite's aspiration for minimum earnings of £13,500 and will introduce a minimum basic salary of £12,000 applicable from 1st March 2010 and review this on an annual basis, the first such review taking place on 1st April 2010;
- l) the company confirms that the terms of its Defined Contribution pension schemes are a contractual entitlement for those existing and new employees who are members of such schemes;
- m) the company is prepared to work with Unite and other relevant employee representatives on a number of pension-related issues affecting employees not covered by the ICL defined benefits scheme – these include investigating ways of encouraging more employees to join the FJUK plan, particularly those on lower earnings, taking into account government proposals in this regard;
- n) the company will set up a consultative body with which regular discussions can take place on pension arrangements relating to the FJUK plan – this would include representatives from Unite;
- o) no significant changes will be made to the FJUK pension plan without consulting with employee representatives, including Unite
- p) the company will meet with Unite at a national level to discuss matters of mutual interest;
- q) there will be no recrimination or detriment for any employee for taking part in industrial action and/or supporting Unite's campaign beyond deduction of pay for any days they have been on strike.
- r) Unite will announce that it will be suspending **all** further action (including action short of a strike) pending the outcome of a ballot in which it be recommending members to agree to end the campaign of industrial action;
- s) Unite will ballot its members, completing the process before 26th February, with reps addressing local meetings to commend the deal - the full result of the ballot will be made available to Fujitsu and ACAS;
- t) All external announcements/communications regarding the dispute will be jointly agreed by Unite and the company – internal communication from the company or Unite will first be shared with Acas to ensure it encompasses the spirit of these proposals.

Items a) – q) are conditional upon acceptance by Unite, as detailed in s).